

A photograph of three children laughing joyfully. In the center, a child wearing a blue bucket hat and a blue shirt is laughing with their mouth wide open. To the left, a smaller child in a green cardigan over a red and white checkered dress is also laughing. To the right, another child in a blue shirt is laughing with their hands covering their mouth. The background is a soft, out-of-focus outdoor scene.

2011 Annual Report



www.kawarthachildcare.com

President's Message



It has been another strong year for Kawartha Child Care Services and that means another good year for children and families using our services. KCCS continues to thrive and grow, adding another school age program in Bowmanville and with strong expansion in our home provider network. On this special anniversary KCCS can be proud of what it has accomplished and excited by what lies ahead as we introduce a bold vision for the future of child care through our new 3 year strategic plan.

By embracing the principles of the Reggio Emilia approach and incorporating them into the culture of the organization we have designed programs for families and children that are at the forefront of developmental science and philosophy. Going into the next few years KCCS will be able to leverage that unique expertise to further develop our programs and services. Speaking for the Board, I am proud of what Kawartha Child Care stands for and of the individuals that have committed to making it a reality. Creating healthy environments in which children can thrive and develop builds a better future for us all.

Kawartha will continue to advocate for the rights of families to access quality child care through its involvement in organizations such as the Ontario Coalition for Better Child Care, and to deliver the highest quality care to those we serve now and in the future. As always, it is an honour to work with such dedicated and passionate professionals and volunteers, thank you all.

*Mark Foster
Board President*

2011 Award Winners

Excellence in Program Support
ANNIE HOLDCROFT

Janet Castle Distinguished ECE Award
ANDREA PARYPA

Provider of the Year
ELIZABETH HARABIN

Award of Excellence
AMY WOODBECK

Leadership Award
LOUISE CRUICKSHANK

Outstanding Team Award
SHAMROCK PROGRAM



Elizabeth



Louise



Shamrock



Amy

2011 Board Members

<i>President</i>	Mark Foster
<i>Vice President</i>	Ralph Shiell
<i>Secretary</i>	Patti Fitzgerald
<i>Treasurer</i>	Christa Sandiland
<i>Director</i>	Doug Lytle
<i>Director</i>	Christine Leishman
<i>Director</i>	Betty Halman-Plumley
<i>Director</i>	Tricia Gillespie
<i>Director</i>	Laurie Hughes
<i>Director</i>	Tammy Sikma



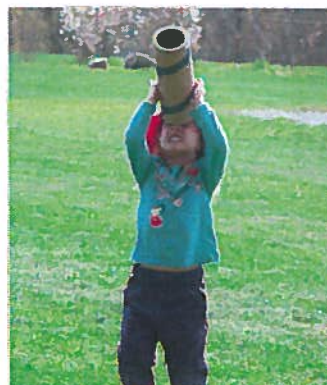
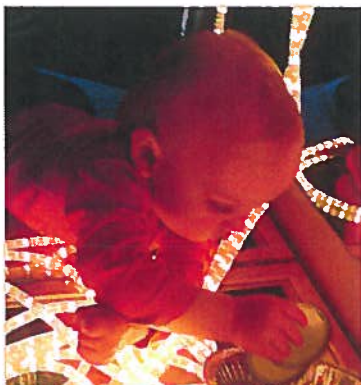
Executive Director's Message



It has been a busy, exhilarating, and productive year. The highlight was travelling to Italy which proved to be a life changing experience. I didn't know what to expect. I had read about the programs at Reggio Emilia, their values, their principles of education. As a team we had implemented the principles and had come so far with what we refer to as a journey of emergent curriculum. You see, we are never "there", at the end of the road. It is the journey that is important. So, I went to Reggio Emilia with a quiet confidence that KCCS was on the right road and that we were pretty well on our way to establishing programs that embodied the concepts of "Education for Democracy" and "excellence in early learning and care" and "strength based leadership".

What I found in Reggio Emilia was a way of life that was much deeper and richer than I ever imagined. Every person, every program, every building, every piece of equipment, every plant, every activity has purpose and value. Everywhere I looked and everything I heard reaffirmed the shared values and commitment to their positive image of every child, educator, family, parent, and administrator. Their commitment to a community based on democratic principles and love of their culture was evident in the architecture of their buildings, the selection of their furniture, their organizational structure and their daily interactions. In short, I went looking for strategies and found a way of living that holds every person in high regard for their competence and their worth. This was a place where teachers and children are researchers together, learners together and builders of a shared environment of discovery and wonder.

And what does this mean at KCCS? It means that every day we ask ourselves if we are truly walking the talk. It means that every day we are finding new ways of living into our best selves and supporting others to do the same. It also means that we are asking a lot of questions about how our values are visible in our programs. And we ask questions about how we value families every day and how we value each other and how do we demonstrate that every day. And so much more.





And so, in 2011, we embarked on a strategic planning process, which gave us the opportunity to really listen to what our colleagues, employees, community leaders and funders had to say. The final Strategic Plan document tells the story of where we want to be and how we want to live day to day.

This year Quebec's review of their early learning and care program gave us more irrefutable evidence that quality early learning and care is not only an investment in our children's future, but a strong economic investment as well. This program, in which families pay a maximum of \$7 per day, has earned the province \$1.40 in their GDP for every dollar invested. The federal government gets .40 for the province's efforts. In addition, the child poverty rate has decreased by 50% since 1998, the year the program began. Still, we have debates regarding whether families and children in our community deserve high quality accessible child care. And still, less than 20% of children who require quality child care have access. Every day we have calls from families who are unable to find care for their children. It is heartbreaking to hear their stories. Quality child care is an entitlement that has vast rewards. "It takes a community to raise a child" has become a well known saying, but have we really embraced it in our province? It is time. Community investment in child care pays dividends for generations to come. As parents, grandparents, child advocates, we must put forward a collective voice to fund our children's future. Voting in our municipal, provincial and federal elections is the first step in letting our government know that child care is important. Telling our elected officials is the next step. A new website helps make this possible. www.childcarematterstome.ca makes contacting your elected official easy and direct. Please make your views known.

Child care is now under the Ministry of Education. Our hope is that this will lend credibility to the importance of early learning and care. The future of our children is counting on it.



*Sheila Olan-MacLean
Executive Director*

Parent Engagement

"A child enters our school with a story, a life in her family. If we keep the child at the center of our work, we must consider her family, or we have an incomplete child."

-Mara Davoli, educator in the schools of Reggio Emilia, Italy

Over the past year we have had the wonderful support of our families in many aspects of the programs from donations of items to helping out around the center with spring clean-ups and playground renovations. Many have brought in items to enhance the children's ongoing work with materials and others have offered their feedback on the parent surveys in order to improve our services for all. Together we have shared in many wonderful celebrations including open houses, seasonal parties and fundraising for the United Way.

Many parents and extended family members have joined our classrooms to share a special interest or skill with the children and educators. Others have joined us on field trips, and offered family photos as we attempt to bridge the relationships and environments between home and school.

Parents are also engaging with us in thinking about the work of the children. At one site an invitation of materials was offered to families at pick-up and drop-off in order to explore together the rich possibilities and value of the materials we offer children. Learning stories, journals and daily communications have become a celebrated tool for parents and caregivers to share together their perspectives of the wonderings, dispositions, interests and gifts of their child. We see the tremendous importance of thinking in collaboration with families.

Angela Hoar

in collaboration with the Pedagogical Team

"Dear Krysta, Tabitha, Kaehly, Jill, Julie and everyone:

We are excited and happy on introducing solid food to Shaswin. It is nice to see him enjoying his food but at the same time we know how time consuming it is to feed him. Now we really appreciate for spending your time and patience at this stage.

We used to worry that Shaswin be going to miss our families and friends back home in India, but we don't worry about this anymore. As we see that everyone likes to hold Shaswin and take him for visits to their classrooms. Both our kids are enjoying and having good fun interacting with many people. On seeing this it brings a lot of happiness, which means a lot to us. We whole heartedly thank you for all the personalized care being given to Shaswin Regan and Milind Tejaswin.

Kind Regards, Raja and Jessie"



"Dear Krysta, Julie, Kaehly, Heather and Jill:

We would like you all to know how thankful we are that you welcomed us into your centre to help Maisey adjust to life at Victoria Graduate. A wonderful result has been getting to know all of you well and witnessing the special professionalism and genuine care all the children receive at Victoria Graduate. We are happy to be new members of this community and look forward to seeing Maisey grow and blossom as a result.

Thank you again, it's been wonderful!

All the best, Erin and Dave (and Maisey)"

Parent Survey Annual Report

Parent feedback is very important to us at KCCS. All year, our doors are open and we hope that families will let us know how we are doing well and what they would like us to do more of or start to do. Each spring, we offer our families an opportunity to have formal and anonymous feedback through our parent surveys. This year, we conducted our survey in February and March. The surveys, developed by the Professional Advisory Team, were offered online and in paper copy. Across the organization we received 360 responses to our survey. 29.2% were from School Age programs, 20.8% from Preschool, 24.4% from Toddler and 5.3% from Infant programs.

Parents were asked what aspects of our programs they especially liked. The top three responses were *My family needs are met* (83.6%), *The educator communicates consistently with me regarding my child* (67.8%) and *I am encouraged to visit the program whenever my child is present* (54%).

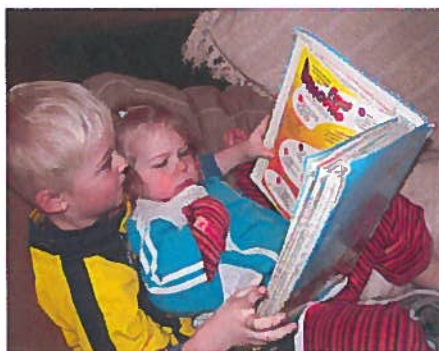
Just over half of the respondents were interested in hearing more about emergent curriculum through newsletters. 50 respondents indicated that they would be interested in sitting on a Family Advisory Group for their centre and 19 indicated that they would be interested in being a member of our Board of Directors. Communication was preferred at drop-off and pick-up time and through newsletters and email.

Parents were asked for comments regarding what we were doing well. Out of the almost 500 comments received about what we were doing well, 201 of them referred to program and curriculum and 190 comments were about the positive relationships that they experienced. 86 parents mentioned a specific educator and 65 comments were related to positive communication.

Families also commented on what they wished for in our programs. 45 comments were suggestions regarding our curriculum. 12 of these comments mentioned preparing children for school. Other suggestions included no video games, having designated space for before and after school programs and more arts and crafts. We had 35 recommendations regarding our outdoor space and improvements needed for our play yards and parking lot. Other recommended improvements included communication by email for children's work, journals, newsletters, administration including more payment options, fewer problems with invoicing, more timely newsletters and more affordable fees.

The results for the organization as a whole will be reviewed by the Leadership Team and the Professional Advisory Team. Each program's review will be led by the supervisor and Professional Advisory Team member. Individual program and organizational plans will be developed to support the strengths identified by parents and to build new ways of addressing the wishes. We wish to thank the families who were able to find the time to complete the surveys. This is one of the ways that we gain an insight into what your experience in our programs is like and how we can improve.

Sheila Olan-MacLean
Executive Director



Learning and Reflecting Together

It has been an incredible year of learning and development in our organization. The dedication of staff and their desire to engage in professional development was amazing. Our internal calendar continues to foster the ideas of reflective teaching through communities of practice and studying the work of children together. This reflective model goes beyond traditional workshops that are offered and requires educators to delve deeper into their work and values they hold for children and to think across multiple perspectives using a focused protocol. The difference has been transformative. In March of this past year we also hosted a "Reflective Practice Learning Institute" with Deb Curtis that was opened up for our community to participate. We saw educators from not only our area but also from London, Ottawa, Toronto, and a large group from Sudbury. It was a great success and allowed us to not only showcase this conference model but also share the work of the educators in our own programs.

We continue to offer opportunities for external PD and see great value in learning from other communities. This year we saw participation from educators and staff in the New Brunswick Infant Toddler Institute, London Art Institute, Chicago Leadership Conference and Institute as well as the many local conferences. One of the most exciting opportunities we had this year was to participate in the Canadian Study Tour to Reggio Emilia. We have shared our reflections from this amazing experience below.



Reflections from Reggio Emilia

After years of study and months of anticipation a delegation from KCCS embarked on an incredible journey to attend the Canadian Study Tour in Reggio Emilia. The work of the schools in this small city in Northern Italy have garnered the attention of educators, administrators, political leaders and policy makers from all over the world for many years. Their study of early childhood and early education has also greatly influenced the work and thinking of our organization since 2005. To say that the experience was transformational would truly not do justice to the inspiration that each of us came away with. For many of us, coming back and trying to articulate the depth of our new understandings and how it has influenced us in our work, and in fact who we are, has been very difficult. However, each of us wanted to share a short reflection from our experience and the way in which we are now somehow changed. You will notice that some of these reflections are connected to some of the many quotes that were shared and that resonated with each of us.

We would also like to once again thank the Board of Directors for their commitment and support that allowed this experience to happen. We are so fortunate that to have a Board that truly believes in the value of this work.

Angela Hoar

"A school succeeds if every child according to his own skills has the best chance to encounter his own skills."

Ivana Soncini, Reggio Emilia, Italy

This reminds me of the awesome responsibility that we all have to bring visibility to the skills, gifts and uniqueness of each child. It is about hope for tomorrow and what might be possible to a generation who knows themselves, their unique gifts and their contributions as citizens of the world.

Stephanie Mazzocca

When I think of my learning from the Reggio Study Tour some thoughts and images that are strongly vivid for me represent the deep respect for the culture of children and childhood, the visible belief in the rights for all children and the cultivation for learning. The first place my experience in Reggio has influenced is my view of time, and time with children. We live in a world where we seek quick answers and immediate results and I had to think about how this influences me and my daily practices with children and adults. Learning to change my behaviour and slowing down as an educator is the way to truly understand children's thinking and theories. Taking more focused time to listen to children (in many different ways) express themselves to explore their ideas has strengthened my relationships with children and their families. This small step or change in view of time and respect for time has redefined my understanding of my relationships and leaves me with thoughts around the meaning of "known full well", words I thought I understood but really did not until I could see the meaning of these words through my experience in Italy.



Steph Springett

My experience in Reggio was extraordinary and surreal! While touring the city, I had an opportunity to see how the community lives, what their work/home life looks like and to understand their value of education and family involvement! When the presenters spoke they were so thoughtful, sensitive and inspiring. As overwhelming as it was at times, the intent of the information was so meaningful and really spoke to me. So many quotes resonated with me, but the top two were "The roots are in the community" and "How can we build a more democratic co-existence and a more global idea of citizenship?" The idea of working together, reflecting and collaborating with children, families and the community is what I value. Having the opportunity to experience a walk through the schools, seeing their environments, provocations, way of interacting, and viewing the documentation gave me even more admiration for this work that we do. I am so grateful to have had this experience, to enhance my journey in my learning and discovering myself! It is still a struggle sometimes to put into words what I had experienced, but I know that I make connections to my experiences at Reggio in my work daily.

Julie Thompson

"Materials – How many languages does one material have? Each material has complex languages but starts as simple gestures; and then it builds to more as the children are learning. In turn they get so much language from one material. The children learn from the materials how to request and work through things of life from having the languages from their previous experiences with the materials". Friere Centre – Canadian Study Tour, March 31/11 – Pedagogista

By witnessing and listening to how materials can help children experience and learn new ideas and thoughts amazed me. It made me reflect on how items can be used to build self esteem and confidence in children by allowing them the freedom to explore and identify their own theories, therefore gathering more and more knowledge about themselves, other people and the world they live in.

Kerri Riel

"The Big Project is the everyday school life" –The educators at Reggio Emilia.

This quote represented my whole experience in Italy. Such reverence and importance was given to every moment of the day there. No routine, no schedule, no experience was any more or less important than another. This gave such value to the children's work, their learning, their day. It gave importance and value to childhood. As we live in our culture, it is easy to get caught up in assessment, accomplishments and products; we lose the importance of discovery. I have brought back with me the value in taking time to appreciate and revel in the thinking and theories of our children's every day, making their thinking visible, bringing importance to their "everyday school life".



Sheila Olan-MacLean

"Education/Psychology in some instances is more interested in what children don't know than the many, many things they do know." Amelia Gambetti

What I found in Reggio Emilia was a way of life that was much deeper and richer than I ever imagined. Every person, every program, every building, every piece of equipment, every plant, every activity has purpose and value. Everywhere I looked and every voice I heard reaffirmed the shared values and commitment to the positive image of every child, educator, family, parent, and administrator.

Lorrie Baird

"Documentation is an act of democracy, not just private acts of the teacher. Documentation is a strategy – not to be done in solitude. It does not start just at visibility but starts when teachers begin to think about documentation." Daniela Lanzi

In our work we give such strong value to making visible the work and words of the children. My experience in Reggio allowed me to delve deeper into this idea of making more visible the thinking of educators, and making our intentionality in our documentation more visible. It requires us to consider documentation as a verb rather than a noun. Documentation as a process that begins with our own curiosities and wonderings and allows us to think together, share perspectives as we study and make visible the ideas, theories and curiosities of children.



Dianne Traynor

Like so many others on the Canadian Study Tour, my experiences in Reggio Emilia have helped me to reflect on my life, my work, my family and my community. There were so many big ideas for me, but the most profound and moving were the ideas of metaphors and connections and choices. Again, like so many others, it is extremely difficult to explain the ideas and reflections in a few short sentences. However, it is easy to live into these big ideas and reflect on them and connect them to our daily practice.

"Deciding what to observe is always a subjective choice. Just because it's a subjective choice, it's still an act of love." (Presentation by Daniela Lanzi & Rossella Munari)

Everything in life is a choice and this is also true with observation and documentation. Every choice is a responsibility and it can be difficult to know what to pay attention to and what aspects to deepen. It is impossible to document everything, but to know that every important choice is *still an act of love*. I always knew that there was thought and intention and purpose in the ways of Reggio, but it is deeper than that. I am still sorting through the layers and depth of the metaphors and connections in all aspects of the study tour. Every time the group has gotten together to think about what we experienced, I am overwhelmed with emotion and excitement. All of our big ideas have connected and we are still making connections.



Pedagogical Leaders Report

In 2011, this ever evolving position has grown to include a pedagogical leader to support before and after school programs (Julie Thompson) and a new pedagogical leader for Durham Region (Ellen Brown). The other programs are supported by Kerri Riel (Shamrock, St. Martins, Apsley); Angela Hoar (Victoria Graduate and Peterborough); and Dianne Traynor (Lindsay, Discovery Space, Rolling Hills). We continue to reflect on the many facets of our role, in the dynamic and unique cultures of each classroom.

Each day we strive to live into the words of Tiziana Filippini, of the schools in Reggio, Emilia, Italy:

*The Pedagogista works to promote within herself and among teachers
the attitude of learning to learn, the openness to change and willingness
to discuss opposing points of view.*

Today, we have the joyful and fulfilling opportunity to work and learn alongside the dedicated and thoughtful educators and children at Kawartha Child Care Services. Each day we, the educators and the children strive to make visible the complexities of thinking, the richness and challenge of shared perspectives and the love of learning and living together in this way. Together we study observations, theories and the hypothesis of the children and delve into rich and reflective dialogue with them and the educators to gain multiple perspectives. It is this process that motivates our thinking and brings our curriculum to life.

Program Reports

KCCS Peterborough

Our Programs

Home Child Care
School Age
KCCS Peterborough
KCCS Shamrock
KCCS Apsley
KCCS Discovery Space
KCCS Lindsay
KCCS Victoria Graduate
KCCS Rolling Hills
KCCS Courtice
KCCS Good Shepherd
KCCS Bowmanville
KCCS Charles Bowman

School Age Programs

Kawartha Heights
Millbrook/South Cavan
Prince of Wales
Queen Elizabeth
Queen Mary
R.F. Downey
Roger Neilson
St. Martin's
St. Martin's 2
St. Teresa's

Last winter at the Peterborough program we were busy preparing for our visit from Deb Curtis. Aesthetic alterations to the environment included the revision of our junior and senior art centres and showcasing new ideas about respect for children's work. These areas were set up to replicate an art studio with palettes, an assortment of brushes and individualized areas to work. Easel lights were also installed to highlight these areas.

The infant room educators were a little nervous about their side-by-side experience with Deb but excited none the less. Of course the time Deb shared with us brought new ideas and inspiration not only to our centre, but to the organization, as was proven at the dinner.

We attempted a Valentine's Day surprise for the moms of the centre. Fathers were offered the chance to purchase flowers for their loved one that the children would then give during morning drop off. A few dads participated and everyone seemed to enjoy it. We will review the idea for next year.

Graduation approached quickly. The senior children were interested in reptiles and we were lucky enough to find a new exhibit at the Toronto Science Centre. It is such an incredible opportunity to take the children somewhere they may never experience and to incorporate questions and theories that they have formed in their time with us. We hope to make this end of year trip a tradition.

Summer brings summer camp. The inclusion of a new group of children and educators offered both rewards and challenges. We were fortunate to be able to bring the camp back into the school this year making it more accessible for everyone. The senior room joined camp children on outings to the zoo, bowling, the splash pad and Milltown Mini Golf. The end of the summer was celebrated with a carnival that included snow cone machines, popcorn, candy floss, a bouncy castle and many games. Such a great time was had by both the centre and the camp that a decision was made to make this a reoccurring event. At the conclusion of summer camp ideas on what would assist us in making summer camp more inviting and rewarding for everyone were discussed and documented to be used in 2012.

The hospital road has finally been completed and although access for adults seems to be easier we are still remembering with fondness our beloved walkway.

Because committees seemed to be so successful accomplishing goals set for the playground we established parent/educator committees for the Santa breakfast, spring cleaning, graduation, found materials, Early Childhood Educator Appreciation Day and the United Way Campaign. The educator in charge of each committee forwarded information to interested parents. So far these committees have participated in the United Way Campaign and the Early Childhood Educator Appreciation Day (which, because of the committee, turned into a week). Both events were great successes with parents taking the lead in fundraising with Mabel's Labels and appreciation journals being established for each room. Parent contributions made our teams that much stronger and the appreciation that much more heartfelt. Congratulations to them both.

They say third time's a charm and it seems to be true! We are excited to have Cameron join our team, greatly improving cleaning consistency and quality. He has really good relationships with both the staff and children.

Santa breakfast broke an attendance record this year. We had an incredible turn out and it was a huge success for the newly formulated committee. Nice job!

Finally, we are anticipating the arrival of 2 new sets of washers and dryers, approved through the city's health and safety budget. This will be such an amazing addition to the program! Presently only one of our washers works and our dryers need to be constantly checked and restarted. We look forward to trying these out soon.

Valerie McGee-Phillips

KCCS Peterborough Program Supervisor

Program Reports

KCCS School Age

The School Age programs have all increased in numbers this past year and will be increasing in 2012. In Peterborough, we have a school age team of 20 educators. This year all educators have the opportunity to participate in Professional Development which is proving to be beneficial to the work in the classrooms. Communities of Practice for Site Supervisors began this school year and has been very successful. Julie Thompson is our Pedagogical Leader and provides program support. Educators have weekly meetings at admin with Julie and other school age teams to further their work and challenge each other's theories and ideas. Team meetings off site provide educators with the opportunity for undivided attention to curriculum and to focus on their work.

Having an on call before and after school educator has been a tremendous support allowing for more time to support teams and programs experiencing challenging behaviours. This year Megan being the on-call and Julie working with teams on their curriculum has provided strong support.

Stronger partnerships with the school community means more locations are offering space for the upcoming school year! Our summer camp program was consistently full in 2011. At the school board's request the summer camp program finished a week earlier than in previous years. Having that week for transition from summer camp to back to school was great.

Challenges are minimal and remain the same throughout child care. Staffing shortages are more of a challenge this year. Educators leaving for other employment, returning to school and maternity leave resulted in a higher staff turnover in 2011. We are going into 2012 understaffed with 2 more maternity leaves approaching.

We await the completion of the licensing of the kindergarten classroom at Prince of Wales and approval to move our JK/SK children into the classroom. We currently have the JK/SK children split between two groups in order to support the need for before and after school care for this age group.

Stephanie Mazzocca
School Age Program Supervisor

KCCS Home Child Care

KCCS Home Child Care has grown three fold since January of 2011. We have surpassed our goal of 100 children and 27 providers (one returning from maternity leave in May) and 4 in process.

In May our program received a huge boost with the addition of Amanda Camacho, program assistant and part time home visitor. Amanda established a more accessible wait list and recently assumed the responsibility of parent and provider billing. We have established a new financial system which will provide an accurate reading for billing each month. Amanda's support has allowed more time to focus on provider maintenance, monitoring recruitment and orientation.

A number of providers have been supported in their goal of documenting children's big ideas. This will be a valuable process as we prepare for our partnership with the Ministry of Education. Goals of creating opportunities for new learning, establishing a new provider training/orientation manual and supporting children's learning will help make KCCS HCC a visible and viable child care option for parents.

Program Highlights in 2011:

- 4 providers attended the CKL conference in Haliburton.
- Student Lynleigh Keat supported home child care for a 2

month placement.

- 3 provider nights were offered.
- An open house/Water Festival in July was well attended.

Future goals:

- Work with providers to continue the process of constructing high standards for learning and care of young children.
- Continue to market and recruit new providers who share our values and philosophy for learning and care.
- Establish and share sound policies and procedures with Home Child Care Agencies across the province.

Norma Curtis
KCCS Home Child Care Program Supervisor



Program Reports

KCCS Shamrock

Shamrock's enrolment has rebounded and was quite strong this past year, both in the toddler room and the preschool room. Our wait list is significant and is providing this program with future enrolment as children graduate. St. Martin's school is one of the last schools to offer ADL which is good news for our preschool numbers.

With increased enrolment came an increase in staffing - Nicole Kent, Missy Compton and Chris Barnes are the three full-time educators in our preschool program. Nick Siracusa (St. Martin's educator) has joined the Shamrock team, cooking when Missy is on the floor. A part-time site supervisor position was also created, allowing me to return to pedagogical support. Through several transitions this year the team of educators have remained a supportive, connected group, dedicated whole heartedly to the children, the families and KCCS.

A playground expansion was approved for a separate toddler playground to be built when the ground thaws in 2012.

We hosted two open houses for our families. The first was a Halloween Open House/Silent Auction for United Way; 70 people attended and approximately \$400 was raised. The second was our 7th annual Breakfast with Santa; over 80 people attended. The Shamrock preschool team applied for and was granted a side-by-side experience with Deb Curtis and the Pedagogical team in March; their completed work was presented at the celebration night. It was an invaluable experience for the educators and the results are still evident in their work, almost a year later. The preschool team is a thoughtful, reflective group of educators really focused on their work and its value in their children's learning.

On Dec. 7th, we had our annual licensing review, with 100% compliance.

The technology dollars provided the forward-minded educators and children with an I-Pad and wireless router for documentation, as well as a new colour printer.

The playground expansion was approved by the Ministry of Child and Youth Services.

2012 promises to be a busy, exciting year for KCCS Shamrock!

Kerri Riel
KCCS Shamrock Program Supervisor

KCCS Apsley

In September Geri-Lynn Conjindos-Henry was hired as Site Supervisor, a permanent position. Geri-Lynn has been a dedicated educator on a contract basis with us for several years. In support of the ADL program in Apsley, a permanent part-time position was created for the extended hours program. Katrina McClelland is now in this position. Katrina has been with KCCS Apsley since it opened. Courtney McLeod is our School Age Educator.

Funding was approved for a summer student and Jessica McVetty joined our team for the months of July and August. Jessica was enrolled in the Fire Fighter program at the local Fire Academy. This placement proved to be a fantastic connection with the academy and the township. Fire education programs have been presented to our children as a means to build on the academy's public relations component and are an asset to both parties.

The Apsley program has experienced excellent parent satisfaction and feedback from the community. Referrals come in consistently and our enrolment for the future months is projected to be strong.

We have 2 strong, full time educators dedicated to emergent curriculum. The learning that takes place is displayed beautifully throughout the centre. Teachers and the principal have come in several times to tour and have commented on the work of the children and educators.

Geri-Lynn applied and was granted a side by side experience with the Pedagogical team. This experience really propelled her work in the classroom.

Our Summer Camp program was a big success, providing a program for 10-12 children daily, several of whom were cottage children joining us sporadically. All the participants found our program in the North Kawartha Township Directory, which is proving to be a valuable marketing tool.

Our Christmas Open House was a huge success; a total of 40 children and parents joined us for a festive night (last year a total of 5 people attended). This increase is partially due to an increase in enrolment but we feel it's more significantly due to the ongoing relationship we are forming with the community. The families in Apsley are becoming more comfortable with licensed child care and our presence in the community.

KCCS Apsley was licensed on Dec. 1. The review went very well with only one minor infraction, which was corrected immediately. Sandra Ross was very impressed with our program.

The provision of dollars for technology was an enormous benefit to the Apsley site. We purchased a wireless router, which provides the educators and children with much more flexibility for documentation and research. A digital frame, camera and memory cards were also purchased.

A shed will be installed in the spring once the ground thaws.

Kerri Riel
KCCS Apsley Program Supervisor

Program Reports

KCCS St. Martin's

St. Martin's enrolment continues to be strong, so much so that a second Afterschool program was needed. Missy and Nick are well known and respected in the school community.

The St. Martin's team applied for and was granted a side-by-side experience with the Pedagogical Team. This experience of using natural materials found in the immediate area and the use of shadow and light propelled the entire summer's programming.

The summer camp went to Emily Park for 3 days. Unfortunately one night ended a little early due to a tornado warning, but the staff and campers came back the next morning and tried it all over again. I do want to commend the dedication of the educators in making this excursion possible. The planning and dedication, not to mention the donation of a lot of personal time made this trip possible. For many of our children this is the only camping experience they have ever had and memories were made that will last a lifetime.

The provision of technology dollars has provided us with an I-Pad for documentation purposes.

After a bit of a rocky start, (primarily trying to find a space) St. Martin's 2 opened September 6th; 20 children attend daily after school in the basement of the St. Martin's Church. I have received very positive feedback from families for the current team and programming.

The program continues to be a success.

Kerri Riel

St. Martin's & St. Martin's 2 Program Supervisor



Program Reports

KCCS Lindsay

2011 was a year of change.

Several of the staff (Cara, Julie, Sandi, Sam, Kim H., Michelle and Pat) participated in the Reflective Educator 2 and continue to do so. Judy, Eileen and Kim P. joined Reflective Educator 1 in September. Many wonderful and exciting internal and external PD were attended in 2011 (New Brunswick Conference, Halliburton Conference, KCCS Institute). A great deal of reflection and learning is evident in the classrooms. The center was privileged to have several side-by-side experiences- twice with Deb Curtis and three times with the pedagogical team. Staff continued to expand on their skills while making the children's learning visible. Dianne in her pedagogical capacity has supported the learning at the centre, becoming a critical friend to many.

Everyone worked to develop the outdoor environment, adding a water and music feature, along with a teepee. During the summer months the school-age children participated in the second annual KCCS Amazing Race. Community knowledge and partnerships were expanded and developed further. The children in the school-age and best start programs participated in the annual trip to Cedar Park, fishing, local parks and this year Casa Loma.

The family open house and Christmas lunch had high attendances and were well received. A lot of teamwork went into the United Way campaign again this year; staff planned and implemented a variety of events/experiences (walk-a-thon, dinner to go, a yard sale, staff contributions, and more) to raise \$ 2,403.87 at the centre.

I have started to meet with the school principal on a monthly basis to develop community outreach and partnership. During the year the staff have become involved in the registration process, meeting with new families to get to know parents and children and open the lines of communication.

Enrollment was consistently high through out the year until November when the toddler enrollment started to decrease; staff was adjusted to maintain the budget. In July Michelle welcomed a third daughter to her family while Kelly-anne welcomed her second daughter on Christmas Day.

It was a great year and we are looking forward to new adventures and growth in 2012.

Pat Porter

KCCS Lindsay Program Supervisor

KCCS Discovery Space

Every year Discovery Space grows and it seems to grow at its own pace. We received the approval to create an outdoor classroom and to investigate expanding the programs hours. In 2011 plans were made. Conversations with Trillium Lakelands District School Board resulted in an agreement for the placement of a fence. The board, teachers and janitorial staff are all very excited for the children at Discovery Space. Quotes have been gathered from contractors. This will be a wonderful spring 2012 project. The Ministry of Education was invited to visit Discovery Space to see what is needed to meet the requirements of expanding Discovery Space's hours. My goal is to be able to offer longer hours by September 2012.

Discovery Space now has a wonderful cubby/parent area. This area has blossomed from a cubby area to a space where parents share photos of their children's experiences and have an opportunity to engage in wonderful conversations. Also the kitchen received a much needed paint job; it has brightened the whole room. In 2011 we added more technology to the program. This has helped support staff in the rooms and provided opportunities for sharing learning moments with the children.

Staffing changed in 2011. Kimberly Rowlands was a wonderful addition to Discovery Space, taking on the roll of Infant Educator. Kim Payette is the Toddler Educator and Cathy Vaughan is the Preschool Educator. The staff continues to participate in the wonderful professional development opportunities. COP has had a huge impact on the staff at Discovery Space and they are also enjoying the book studies.

The relationship between the Adult Education Centre and Discovery Space grows stronger every year. The staff at the school has embraced us more this year by asking us to participate in different events such as luncheons, awards ceremonies, parenting class and new this year the Co-Op program with their students. The strong relationship we have created shows our families that we are a community of support.

2012 will be another exciting year of growth and change.

Cathy Vaughan

KCCS Discovery Space Program Supervisor



Program Reports

KCCS Rolling Hills

2011 was a big year at Rolling Hills; it was a year of change, exciting events, and consistency in the number of children enrolled. In February we welcomed a new Pedagogical Leader, Dianne Traynor, to support us in our curriculum and work with children.

In March Dianne and I attended the Reggio Study Tour. The staff were very pleased that Dianne and I were chosen to go to Reggio and eagerly awaited our return so we could share our experiences with them. The tour was so inspiring and we continue to make these connections in our work daily.

In May Amy Woodbeck attended the Infant Toddler Institute in New Brunswick. She enjoyed this conference and shared her experiences with the team. In June we moved our JK/SK and school age groups into the portable. It was exciting for the groups to have their own living space again, rather than setting up and taking down the program on the stage!

In August there was a lot of change and opportunity. Amy Woodbeck moved from Supervisor to Toddler Educator, I moved from Preschool Educator to Program Supervisor, and we welcomed Lindsay Ross and Kerri Smith as our full-time permanent Preschool Educators. Through all of this change the program has flourished. Everyone plays to their strengths and the children, families and environments (indoor and outdoor classrooms) have benefited. The team members use each other as critical/essential friends to further their reflective thinking and decisions about curriculum and best practices for children. They always demonstrate their positive attitude towards curriculum and the organization.

In October we held our Open House. We offered research questions outside the door for parents to reflect on as they entered the room. Invitations were set up for families to engage in and food and drinks were available. Not a big turnout, but the families that did attend were very engaged and reflective with us.

We were very proud to have had a visit from Maria Saunders and Janine Mitchell. During their short visit to all the rooms they made many comments on how the learning was visible and how rich and inviting our space was.

In November we had our licensing visit by Sandra Ross. We also had our Nominations dinner where we received many nominations for the team award. Amy Woodbeck was also nominated by staff, colleagues and families for the Award of Excellence, and was the successful candidate for this award!

We received a small amount of health and safety funding money which we put towards a new washer and dryer for our program. In December we held our annual Santa Breakfast, which was a huge success; it was the biggest turn out yet! We offered a buffet breakfast and when Santa arrived with his sack of presents each child had a chance to visit and receive a small gift! We e-mailed families the resulting pictures.

A wonderful year at Rolling Hills, with an excellent dedicated team who work fabulously together!

Steph Springett

KCCS Rolling Hills Program Supervisor

KCCS Victoria Graduate

In 2011 Our enrollment stayed steady, staffing consistent and parents seemed happy. The children flourished as the staff provided them with opportunities to explore, wonder and investigate their theories and ideas.

Several staff completed more than 60 hours of PD, which is truly amazing. With this came many changes to our environments. The playrooms are intriguing, welcoming, warm and full of wonderment. The walls are full of documentation, learning stories and pictures that reveal the children learning through play. It truly wonderful to watch the children share their success with their families as they read stories or study documentation.

The children in the program are now much younger and this change has been embraced with professionalism and excitement. The addition of the Pedagogical leader and the opportunities for side by side training has provided insight into the opportunities and possibilities available to the children of our programs.

2011 was a somewhat costly year for the building however. We had new copper piping installed front to back because constant pin holes kept occurring, causing flooding. We also had a new heat exchanger installed as the old one developed a leak and we have a new washing machine. But most exciting is the beautiful new flooring installed in the halls and entrance way of the building. They are stunning and many families have commented on how warm and welcoming the building now is.

All in all it was a year of change, growth and excitement for all of us at KCCS Victoria Graduate.

Jill Wickins

KCCS-Victoria Graduate Program Supervisor

Program Reports

KCCS Bowmanville

In 2011 Ellen Brown joined the Kawartha team, replacing Julie Thompson as the ped leader for Bowmanville/Courtice.

Bowmanville overall had a strong year for enrolment and financially. We had a full program in every room every month except July and August when enrolment is typically a lot lower. Many of our families, especially of school age children, chose to withdraw these months, and we were unable to find new clients. I guess most families try to make do over the summer months.

We were given \$5000 for playground upgrades in the toddler yard. Difficulty in finding a contractor resulted in the job not being completed during the summer. Denise and I will continue to search for a contractor aiming for a Spring 2012 completion.

Charles Bowman School Age program opened in Sept 2011. The program opened with 2 staff and a few children. The program continues to grow monthly. Enrolment is closely monitored because if all the sporadic/part time children attend on the same day a 3rd staff is required. I support the program as required until the numbers are stable enough to hire another permanent staff. We will be licensing new rooms in early 2012 to meet the expanding numbers and the need to share space with teachers at this school. Ashley and Joselyn are doing a wonderful job operating this program with very little support. They are extremely independent, make sound decisions and continually try to build a great relationship with the new school.

We have continued to build strong relationships with many therapists at Grandview Children's centre as several children are receiving services - speech, physical and occupational therapy. Many parents calling for special needs care tell us that we have been identified as the leader in the community for this type of support. Many of the local centres do not provide care if outside support is required. We have continued to try to build strong relationships with Holy Family Elementary. We continue to attend many JK/SK assemblies and attend Christmas concerts etc. that happen during the day; our children have become the practice audience. It is a great experience for our children to attend these activities. The kindergarten teachers have been looking to us for support in Emergent Curriculum. They are asking questions and looking in our classrooms for ideas.

All the staff at Bowmanville continue to attend PD and it is visible in the program. Maryanne attended the New Brunswick conference in 2011 and 5 staff are attending the ORA conference in Feb 2012.

Shirley Miltenburg

KCCS Bowmanville Program Supervisor

KCCS Courtice

I have only been in my new role since October and there have been many changes to the Courtice program. Kathy Zaremba is working as the Assistant Supervisor/School age Educator and we are very excited to have her return to KCCS; she has been a tremendous help. I think that we make a great team. Alex Turvill has moved to be closer to her family in BC. It was difficult to say goodbye as we have worked together for over 7 years. However, when Alex moved on it opened up a position in our Pre-school room where Kay Clement is now working. Another fabulous educator that has joined our team is Jodi Conyers. Jodi is rejoining KCCS after working at the Cobourg location and she has a lot of experience, so I am excited about what she will bring to the JK/SK room.

Our Pedagogical Team leader is Ellen; she has traveled to Reggio Emilia and is currently working on her thesis "Pedagogical Documentation." We are very fortunate that Ellen's background is in education. As we go through the changes of FDK I am confident that Ellen will assist us to bridge the gap between child care and education.

Courtice has undergone a lot of changes over this past year and the educators, children and families have been very resilient and understanding. I am feeling comfortable as I continue to learn and grow in my own role. Shirley has been a big support for me. We are also excited about the kitchen renovations and painting the centre to give us a fresh, warm and inviting environment to live in! I feel that things are beginning to fall into place and I am looking forward to Courtice moving forward in collaborative ways.

I want to thank you for all of your support, and guidance. Right from the start I have felt comfortable and blessed to be a part of KCCS's team.

Louise Cruikshank

KCCS Courtice Program Supervisor

Volunteers and Donors

Thank you to our Donors!

Some of our generous donors ~

Shawn Barre
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 Nadia and Aaron Sullivan
 Dianne Traynor
 Arlene and Rodney Wood

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*"Dear Krysta, Julie, Kaehly and the babies (at Vic Grad):
 Thank you for being so welcoming. You all made this experience
 amazing. I never once felt like a student in the room. Thank you for
 making me feel like a team member. This truly was my best place-
 ment! I will miss you all very much and will never forget how wel-
 coming you all were. I would recommend that all students have an
 opportunity to work in this room if it was possible.
 Love, Heather"*

KCCS Peterborough Play Yard Project!

KCCS Peterborough's biggest adventure of the year (possibly of the last 5 years) began in September with a vision and a little help from the United Way. Our application for assistance with a new playground was chosen as a United Way project, a date was set and a plan put in place. We established a playground committee of educators and parents, which brought many perspectives to the table. Families donated \$600 through Canadian Tire Money, a bake sale and a used book sale. Companies approached for big ticket items donated lumber, drainage items, concrete tunnels and excavating equipment. Children, staff, parents and volunteers arrived to transform our playground into an amazing area that included a new sun shelter for the sand, a boat, a concrete tunnel, flower garden with arbour, play house and bridge as well as new sod and a drainage system. It really is incredible what can be accomplished when you have a common goal and an unbelievable team – we are in awe of all of the work and of the final product!



Community Partners

PVNCC District School Board
 KPR District School Board
 Trillium Lakelands District School Board
 The County and City of Peterborough Children's Services Department
 The City of Kawartha Lakes Social Services Alliance
 Five Counties Children's Centre
 Community Living Kawartha Lakes
 Peterborough & District United Way
 The Ontario Early Years Centre, Peterborough
 Resource for Exceptional Children
 Ontario Ministry of the Environment
 Human Resources Development Canada
 Ontario Ministry of Children and Youth Services
 Ontario Ministry of Education
 Service Coordination for the Children and Youth-Peterborough and Northumberland
 Durham Region Children's Services
 Ontario Early Years Halliburton, Victoria and Brock



MISSION

Kawartha Child Care Services is a progressive non-profit organization where adults and children work collaboratively to provide excellence in early learning and care. The richness and uniqueness of our learning environments are an invitation to discover together the joy of learning.

VISION STATEMENT

Kawartha Child Care Services envisions a place where children are valued as citizens of today; where the principles of democracy guide our relationships with children, families, colleagues and our community.

